

# Conduct and Disciplinary Policy

John XXIII College expects a high level of sportsmanship and behaviour from all members of our Netball Club, including players, coaches, officials, parents & supporters. The aim of this policy is to provide an avenue to be followed when breach has taken place.

In establishing such a policy, the Australian Sport Commission Codes of Behaviour as well as the Perth Netball Association Codes of Conduct have been used.

Our aim is to resolve any breaches of the codes through various levels of action with the most serious being addressed by the Club Disciplinary Committee consisting of the President as the Disciplinary Convenor, the Netball Club Coordinator and the Respective Year Group Coordinator or other committee member who has no conflict of interest with the investigation. If the breach of Code has been lodged with PNA the Disciplinary committee will oversee the process to ensure procedural fairness is observed for our member but the PNA Disciplinary Committee will investigate under their constitutional Procedures.

Codes of Conduct have been established and these are attached as well as available from the Perth Netball Association website. If a breach takes place the following course of action will be initiated.

## Discipline Procedure - Minor Breach

A minor breach of the code (bad language, excessive force, rudeness to officials or disrespectful or discourteous behaviour to team members) is usually identified by a coach or manager and should be dealt with as follows:

1. The coach should arrange a face to face meeting with the player away from the team, where the issue should be proactively discussed and the player given an opportunity to respond or explain the events.
2. If the matter needs to be addressed again then the coach should report the matter to the Netball Coordinator and the matter readdressed with the whole team present in a firm and proactive manner.
3. If the same issue occurs again the Netball Coordinator must be immediately notified and a meeting with the Player/Team/Coach/Parents as required must be held. The matter may be referred to the Disciplinary Committee and or the School.

## Discipline Procedure - Severe Breach

If a minor or reoccurring breach has not been satisfactorily resolved or there is a more severe breach of the code which can bring disrepute to the Team, Club or School or a severe injury has been caused by a deliberate act or deliberate poor play the following action must be taken:

1. The Netball Coordinator and the Club President should be advised immediately to mediate and obtain a satisfactory resolution.
2. If mediation fails or the breach goes directly to the Disciplinary Committee then correct hearing procedures must be implemented to ensure due process and justice is followed.

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If a verbal complaint is received about a Club member whether it be player/coach/supporter or official from another person, steps should immediately be taken to obtain all pertinent information about the incident including name of complainant, club, details of complaint and incident. A request should also be made to put the complaint in writing to The President of John XXIII College Netball Club to ensure all information is accurate for the complaint to be investigated, without detailed information the only option available to the Disciplinary Committee is re-educating players, coaches, supporters and officials.

If such a complaint is received, the complaint will be acknowledged in writing as soon as possible including details of our procedure with the complaint. All members of the Disciplinary Committee must be notified immediately and meet to discuss possible breaches and action to be taken.

If the complaint is of a technical nature the Club Coordinator must address and implement actions to educate and remediate.

If deemed a minor breach, internal procedures must be followed. If a severe breach the player and parents need to be notified in writing and The Disciplinary Committee convene to investigate and resolve. The complainant must then be notified in writing of the result of the investigation and if necessary the school notified.

## Supporters Breaches

If there is a breach of the code by a supporter the Team Manager should address it especially if the coach is a student. If the manager is not able to do this then The Netball Coordinator should be contacted to address the concern or issue. The matter if minor should be dealt with immediately, out of the view of others and in a positive non-confrontational way. If the matter is not resolved or not minor it should be referred to the Disciplinary Committee for the level of breach to be ascertained and actions taken accordingly.

## Penalties for Breaches

Penalties are aligned to the level of the breach and responses from the cited person and include:

1. Disciplinary Committee Meeting to be held with cited person and parent (if a player) or a supporter in the case of a team supporter or official. Both parties are entitled to have an observer present but they are not permitted to make comment unless invited to by the Convenor.
2. Penalties can range from a written warning, suspension from training and games for up to 2 weeks
3. If the behaviour does not cease the cited person can be suspended from the club without fees being reimbursed.
4. School must be notified if deemed serious enough by the Disciplinary Committee.
5. If the breach is of a criminal nature then the police will be notified.

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